



DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY DISTRICT OF WASHINGTON
103 THIRD AVENUE
FORT LESLEY J. McNAIR, DC 20319-5058

REPLY TO
ATTENTION OF

OCT 15 2007

ANEO

MEMORANDUM FOR SEE DISTRIBUTION

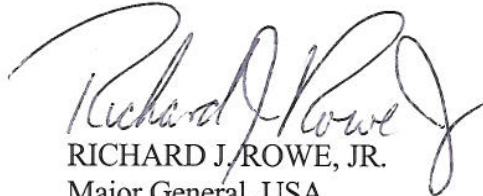
SUBJECT: Policy Letter - Commander's Equal Opportunity (EO) Program –
Memorandum # 3

1. REFERENCE. AR 600-20, Army Command Policy, 7 June 2006.
2. PURPOSE. To provide guidance to Military District of Washington and Joint Force Headquarters – National Capital Region (MDW/JFHQ-NCR) personnel on the Commander's Equal Opportunity (EO) Program.
3. APPLICABILITY. These procedures are applicable to all Service Members and family members assigned to and/or under the operational control of MDW/JFHQ-NCR.
4. POLICY. In accordance with guidelines set forth in AR 600-20, Chapters 6 & 7 and Appendixes D & E, members of this command will provide equal opportunity and fair treatment for military personnel and family members without regard to race, color, gender, religion and national origin and provide an environment free of unlawful discrimination and offensive behavior.
5. PROCEDURES.
 - a. The Equal Opportunity Program formulates, directs and sustains a comprehensive effort to maximize human potential. Treating soldiers, family members and with dignity and respect enhances mission effectiveness, cohesion and readiness. This standard applies to working, living and recreational environments, on and off post, and during duty and non-duty hours.
 - b. It is the responsibility of every individual in this command to contribute to the essential mission of promoting a healthy human relations climate within the command. Commanders are responsible for sustaining a positive EO climate within their units by conducting command climate assessments within 90 days of assuming command and annually thereafter. In addition, Commanders must ensure EO training is being conducted quarterly. The equal opportunity program must remain a vital part of this organization's structure.
 - c. Violations of the Army's EO policy will not be tolerated. Soldiers who engage in discriminatory behaviors or sexual harassment will be subject to punishment under the Uniform Code of Military Justice. The chain of command is responsible for addressing inappropriate conduct and resolving EO complaints at the lowest possible level.

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6. PROPONENT. The MDW EO Office is the proponent for this MDW/JFHQ-NCR policy letter. The point of contact is LTC John Paglianite, MDW EO Program Manager at commercial (202) 685-3357 or DSN 325-3357.



RICHARD J. ROWE, JR.
Major General, USA
Commanding

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